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seems an unfortunate division of authority still exists in that the sanitary regulations for workshops are left to the enforcement of local authorities instead of the regular factory inspectors. But, generally speaking, the English factory laws are more stringent, and more rigidly enforced, than our own. An important point of superiority is the provision of special regulations, by statute or administrative ordinance, in trades shown to be peculiarly dangerous to health or safety. The best American factories are doubtless more comfortable and more sanitary than the best in England, but in others conditions prevail here that would not be tolerated across the ocean.

This book will reward the careful reading of American economic students and of those who seek to improve the condition of the working classes. It shows many lines of progress to be followed, and many errors to be avoided. It is much to be desired that similar detailed studies of factory legislation, with special reference to its effects, should be made for some of our leading states. The present work contains also an elaborate appendix, by Mr. George H. Wood, on the course of women's wages in the nineteenth century, particularly as affected by legal regulation. It is supplied also with an exhaustive bibliography and a very satisfactory index.

E. DANA DURAND.

WASHINGTON, D.C.

Domestic Service. By LUCY MAYNARD SALMON. Second Edition. New York, The Macmillan Company, 1901. — xxvii, 338 pp.

In this work, the first edition of which appeared in 1897, and which is now reprinted with an additional chapter on domestic service in Europe, Professor Salmon has made a careful and extended study of a subject which has previously received no adequate recognition in historical or economic publications.

Her treatment falls into three main divisions. First comes an historical account of domestic service in the United States from the colonial period, with its convicts, indented white servants, "free willers," negroes, and Indians; through the period extending from the Revolution to 1850, when domestic service was performed chiefly by free native laborers at the North and by Negro slaves at the South; to the changes brought about during the middle of the last century by the enormous increase in immigration and by the abolition of slavery. This historical study, in which Professor Salmon has presented much interesting matter from early letters, laws, and other primary sources of informa-

tion, forms an introduction to the central and most valuable part of her work, a description and discussion of domestic service in the United States at the present time.

The data for this study were secured by means of a series of schedules distributed through students at Vassar College among employers and employees in different parts of the country. The blanks filled out by the former gave facts concerning 2,545 servants, while over 700 domestic employees themselves made written reports. From these returns, collated by the Massachusetts Bureau of Statistics of Labor, fifty large tables were prepared, giving fairly representative facts concerning the geographical distribution and the nationality, the wages and hours of employment, the special privileges, and other economic and social advantages and disadvantages of domestic servants. The results of this investigation and additional information gained from the census of 1890 Professor Salmon presents and discusses with fairness and discrimination.

The remainder of the book, aside from the chapter on domestic service in Europe, is devoted to a theoretical discussion of the possible remedies for the widespread difficulties at present encountered in the attempt to secure efficient service. Professor Salmon considers this question in the light of her previous investigation as well as in connection with the general political, economic and social tendencies of the times, and reaches the conclusion that

the problem is not so much how to improve the personal relationship between the employer and the employee as it is to decrease this relationship; not how to increase the number of household drudges, but to decrease the amount of household drudgery; not how to do more for domestics, but how to enable them to do more for themselves [p. 198].

These results are to be brought about through the development of tendencies already observable, particularly through an increased specialization in household work, part of it to be performed outside of the individual home, part to be done within the home by skilled laborers coming in for that purpose. The specialization of work and the abolition of restrictions which residence in the family of an employer entail, will combine to attract to much of this work a higher and more efficient class of laborers than it at present secures.

Household service, then, is to be revolutionized by the application of the same methods that have been successfully applied in practically all other branches of the industrial world. Professor Salmon advances but one remedy which may properly be regarded as doctrinaire. Her

chapter devoted to Profit Sharing is the least satisfactory in the book. Its superficial character is indicated in the following quotation:

It is usually assumed that the interests of the employer and those of the employee are antagonistic. The introduction of profit sharing could easily prove that this assumption in domestic service is wrong, as it has already made similar proof in other occupations [pp. 246, 247].

There is no apparent recognition of the elements of weakness in a system of profit sharing, nor of any limitation of the industrial field within which the principle can successfully be applied. It is at least possible that its introduction into domestic service would be productive of additional friction rather than harmony; and in the absence of any considerable body of experiments, a far more careful scrutiny of its theoretical possibilities is necessary before its advocacy can be convincing.

The book as a whole, however, will be found of much interest to the general reader as well as to the student of industrial conditions, and has already borne fruit in the stimulation of further collection of data on this subject.

MABEL HURD WILLETT.

DROWNVILLE, R.I.

Constructive and Preventive Philanthropy. By JOSEPH LEE. With an introduction by JACOB A. RIIS. New York, The Macmillan Company, 1902. — 242 pp.

Social Salvation. By WASHINGTON GLADDEN. Boston and New York, Houghton, Mifflin & Co., 1902. — 240 pp.

What Mr. Lee understands by philanthropy comprehends many things not commonly included under that term, from village improvement societies to national parks; but he disarms criticism on that score by explaining in the first chapter that all these things find their unity in a common object — the fostering of life. He seems to be more interested in public than in private undertakings to that end, and has made his book very largely an account of municipal activities of a sanitary or educational character. For the motive of philanthropy, he says,

has shifted and is shifting, from a motive felt by one class to do good to another class, into a motive that can be entered into by all, which takes as its object, not the helping of one sort of people, but the building up of the better life of the community.